

Colombia MoDA Position Description

Applicants must be DoD Civil Service in the GS 14/15 pay grades to be eligible

COCOM: USSOUTHCOM
Location: Bogota, Colombia
Function: Defense Planning
Tour length: 12-24 months

Clearance: SECRET
Title: Senior Advisor
Grade: GS-14/15

Background: The Colombian Ministry of National Defense, to include the Colombian Military and National Police, are involved in a significant transformation process as they prepare for the challenges of the future in support of the peace process with the FARC. Reform efforts to date have shown limited results due to numerous challenges resulting from 60 years of conflict and the preoccupation of previous Ministry leadership with the ongoing conflict. However, recent and expected budget cuts and the recent signing of a peace treaty have led the new Vice Minister of Strategy and Planning to emphasize the need to accelerate the implementation of changes (including across the General Command and Services) and to reorganize the staff to make policy-driven budget and force structure decisions and to support the development of an integrated defense management system (to include capabilities-based planning, program budgeting, and readiness indicators). There is a need for informed dialogue within the ministry on long-term priorities for transformation, post-conflict planning in support of peace accord implementation, maintenance of military capabilities during an expected drawdown, budget decisions, and legislative changes required for reform.

The advisor will be assigned to the Vice Ministry of Defense for Strategy and Planning to provide advice to Colombian counterparts on national institutional capabilities that will advance transformation and post-conflict efforts. The advisor's main focus will be to help the ministry of defense (MoD) improve institutional capacities with a focus on defense planning to address a wide range of issues in a post-conflict environment including resource management, improved budget justification and transformation. The advisor will also work as an integrator of U.S. defense institution building (DIB) activities in an effort to synchronize U.S. capacity building efforts in Colombia. Colombia's transformation effort requires changes in the way the Services and General Command do business, including building their capacity to perform force generation and force management functions. The advisor will coordinate directly with the U.S. Embassy and the MoD on DIB issues and will support the integration of DIB objectives across the bilateral security assistance plan, as appropriate. The advisor will work directly for Embassy Bogotá's SDO/DATT and in conjunction with the Security Cooperation Office.

Specific Tasks:

- Analyze, coordinate, and advise on the execution of Colombian institutional efforts to build defense and security sector management capability in the MoD, including in support of the Vice Minister's reform plan through routine interaction with senior, experienced Colombian civilian and military leaders, and coordination with numerous U.S. embassy officials, security cooperation officers, and international development organizations.
- Work with Colombian officials, U.S. embassy officials, and U.S. DIB stakeholders to identify organizational opportunities and process gaps, build consensus, reach agreement,

document conclusions, and support and monitor Colombian implementation of policies across functional areas.

- Advise and assist in the synchronization of DIB with other security assistance and security cooperation efforts, with the goal of improving the sustainability of U.S. cooperative effort, coordinating and harmonizing other institutional capacity building efforts across the Colombian defense sector, and identifying opportunities to improve the integration of IMET, regional center, and other education and training programs with the MoDA's advisory efforts.
- Facilitate and support various engagements and staff talks at the ministry and Joint Staff level as they pertain to institution building, transformation, and program integration.

Required Skills/Capabilities:

- Experience coordinating policies and strategies for the purpose of developing national-level defense and security capabilities.
- Experience working in the Office of the Secretary of Defense, Joint Staff, Combatant Command, or Service Headquarters, ideally in defense strategy, planning or force development. Demonstrated experience developing multi-year plans, requirements and/or programming to include experience with planning the utilization of resources to meet emerging threats and future force size/design.
- Experience advising foreign security partners on the application of U.S. security cooperation/assistance projects to improve the capability of host nation defense institutions to advance U.S. and partner nation security objectives.
- Experience working in support of senior Defense officials (e.g., at least Deputy Assistant Secretary/two-star level).
- Experience articulating and advocating DoD plans and requirements to other U.S. agencies and/or Congress.
- Strong familiarity with U.S. security assistance, security cooperation, and DIB programs.
- Demonstrated communication skills and the ability to work collaboratively with counterparts to achieve goals through the provision of quality advice, support, and mentoring.
- Proven self-starter who can work independently at various organizational levels and with executives/managers/leaders from multiple functional areas.
- Proven success in individual and organizational capacity building and demonstrated ability to share knowledge, mentor, and coach others.
- Demonstrated ability to work in a resource-constrained environment and to apply innovative and creative solutions to resolve problems.
- Demonstrated creative problem solving skills and the ability to work independently or as part of a team.
- Willingness to immerse self with Colombian counterparts and travel extensively throughout the country, sometimes in austere conditions.
- Exceptional interpersonal skills, with experience in mentoring, training, and living in an international setting.
- Experience training and working with Colombian or Latin American militaries and ministries of defense.
- Ability to communicate highly effectively in Spanish in professional settings.

Additional Requirements:

- Incumbent must be able to obtain and maintain a secret security clearance.
- Incumbent will be detailed from their home organization for a minimum period of 14-26 months to include training, preparation and a 12-24 month Temporary Change of Station (TCS) assignment.

Interested applicants should submit the following:

1. Cover letter
2. Resume
3. Current SF-50 (redacted, no SSN)

HOW TO APPLY: Submit application package to the MoDA Program Office email address:
dscn.ncr.bpc.list.moda@mail.mil

Applications are due NLT 28 December 2016. Competitive applicants will be contacted for a telephone interview. Throughout the process, reference and background checks will be completed.